



HAPPY HOLIDAYS
TO ALL BART EMPLOYEES

BART Employees Get Into Ergonomics

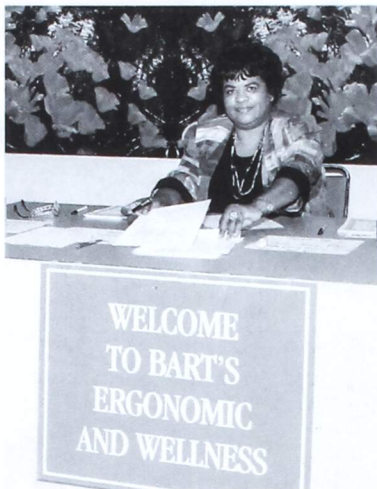
Ergonomics has become a way of life at BART, as was evidenced by the turnout at BART's second annual Ergonomics and Wellness Faire held October 18 at the Metro Center Auditorium in Oakland and on October 27 at Hayward Shops.

Approximately 300 BART employees were on hand in Oakland to find out the latest developments in adapting the office workplace to suit the worker, while 200 employees attended the Hayward event designed for shop workers in the industrial workplace.

"BART employees want to make the workplace fit their needs," says Reggie Lewis of BART's System Safety Department. Ergonomics, or the science of adapting working conditions to fit employees' needs, has become more popular as employees become aware of its benefits.


"Technology has changed the way we work," says Reggie. People are spending more time sitting in one place to analyze data on a computer or do other computer-related work. "This places a strain on arms, shoulders and the neck," says Reggie. "New equipment and technologies are available to ease that strain. There are also special tools available for the industrial workplace."

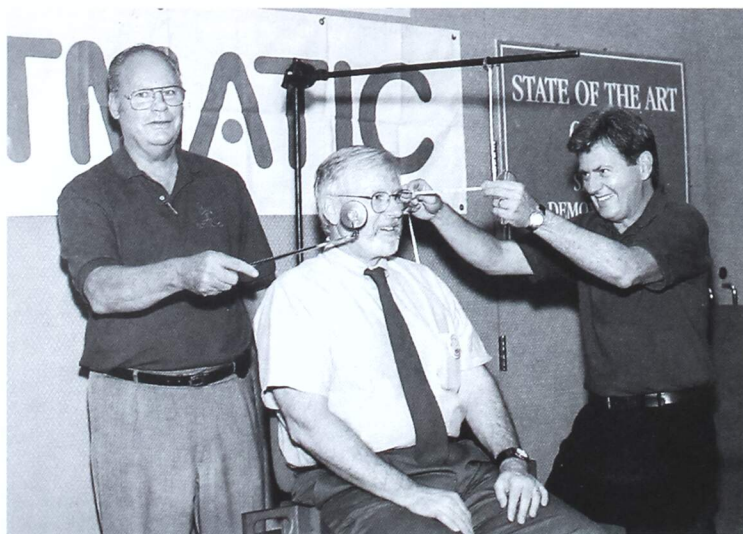
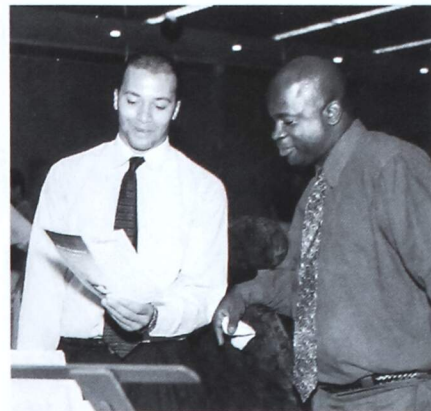
"Many BART employees have requested visits to their workplace to analyze what they need to make worklife easier," said Reggie. As a result, many BART employees have secured ergonomically designed office equipment and tools to help prevent stress and strain. "As the awareness builds, so does demand and so does satisfaction," Reggie said.



The Ergonomics and Wellness Faire not only presented options in office equipment and tools, but also focused on healthy living, including physical therapy, vision care, flu shots and massage therapy, along with blood and cholesterol screenings. Several

vendors also showed off the latest in ergonomic office equipment and tools. Global Investment Co. helped to organize both fairs.

"BART's Ergonomic and Wellness fair at both sites was a smashing success," Reggie states. "We're now swamped with requests to visit worksites for ergonomic evaluations." Reggie asks that you clear such a request first through your supervisor, then contact him at 510/464-7260. 



GREAT IDEAS BY BART EMPLOYEES



BART employees help increase efficiency and save costs by presenting their ideas for improving BART operations to the Employee Suggestion Program. They are duly rewarded for their proposals. Please note, some employees receive a net payment once state and federal taxes have been deducted from the award. Here are recent awardees and their ideas:

Richard Altamirano

Maintenance Worker III, Rolling Stock & Shops

Shop personnel would remove the 1000-volt DC stinger electrical cord from a revenue vehicle before shutting off the power supply at the junction box. This created a hazard because of the live 1000-volt cable. Richard suggested as a preventative measure that warning stickers be placed on the revenue vehicle junction box to alert personnel to turn the power off at the junction box prior to proceeding with work. Richard received a safety award of \$200.00.

Adrian Arnold

Inspector, Rolling Stock & Shops

Mechanics using an old style support brace on couplers with the new electrical button contact assembly found they didn't fit properly. They were using wooden blocks to set it level on the support assembly. Adrian fabricated a new brace to support the new electrical button contact assembly, and provide a safe means for mechanics to remove and/or install coupler yoke assemblies. Adrian received a safety award of \$150.00.

Melvin Benz & Rick Gillis

Maintenance Workers III, Rolling Stock & Shops

When the Stores Division depleted the supply of 3/0 lugs, mechanics had to sideline serviceable motors until more lugs were available. Melvin and Rick suggested boring out the 2/0 traction motor lug to fit a 3/0 lug cable to prevent work stoppage and keep the traction motor available for service. Melvin and Rick shared a customer service award of \$150.00.

William Clark

Maintenance Worker III, Rolling Stock & Shops

Fifty-five gallon drums were used in the pit for mechanics to service oil in the gear and compressor units. This limited the space available for the workers, leading William to suggest using five-gallon drums instead to provide an easier and faster way for mechanics to do their jobs. William received a \$150.000 customer service award.

Kevin Connell

Employee Development Specialist, Rolling Stock & Shops

When a revenue vehicle comes into the shop for a propulsion overload, motors are checked for flashovers. If there is a flash over, the motor is cleaned and the vehicle is returned to service. However, if motors are out of round they may cause another flash over or overload. Kevin suggested that, in the case of flashed over motors, the propulsion and brake overload check sheet require that runouts be checked and recorded to ensure uniformity. Kevin received a \$150.00 safety award.

Fred Drissen

Inspector, Rolling Stock & Shops

Previously, there was no equipment that allowed inspectors to open the button coupler housing to inspect contacts or install trainline jumpers. Fred fabricated a special tool to allow inspectors to open the cover of the button coupler and keep it open for inspection. Fred received a customer service award of \$200.00.

David Haslett

Maintenance Worker III, Rolling Stock & Shops

Parts that could not be cleaned in the sink were washed in buckets of special solution, which was disposed of through the hazardous waste water barrel. David suggested that the waste solution be analyzed to determine the proper method of disposal, noting that if no special handling was needed, the District could save costs through time savings. His idea was determined to save the District \$14,000.00, thereby earning David an efficiency savings award of \$1,400.00.

Hal Lang

Maintenance Worker III, Rolling Stock & Shops

New grade 8 bolts on the new style shoes had no locking device. The bolt would frequently lose torque and loosen, thereby not providing adequate clearance for collector shoe adjustments. Hal suggested adding a star washer under the bolt head to prevent loosening. His idea worked, earning Hal a customer service award of \$150.00.

Robert L. Smith

Maintenance Worker III, Rolling Stock & Shops

Vibration and continued opening and closing of doors caused the clamps on C1 and C2 cars to become dislodged. Robert suggested securing the clamps by glue or welding to prevent vandalism to the fire extinguishers. A silicon-type glue was used to resolve the problem. Robert received a \$150.00 customer service award.

Brandy Stowers

Clerk III, Rolling Stock & Shops

Individual cards were being used by each employee on every shift to report hours worked, creating approximately 90 cards daily. Brandy suggested using one report sheet per shift to save time in handling and inputting LEDS cards. Her idea was determined to make it easier for foreworkers to control hours and for clerks to input information, saving the District \$54,654.33 over five years. Brandy received an efficiency savings award of \$5,465.43. **b**

Congratulations to Diane and Walt Cruz

Couple Who Met & Married at BART Will Retire Together

When Walt Cruz came to work at BART in May 1978, he had no idea he would meet the woman with whom he would spend the rest of his life.

He was working at Hayward Shop as a Transit Vehicle Mechanic in 1988 when (the former) Diane Moore and Sue Van Norsdell came downstairs to use the scale. "They would come in and weigh themselves and giggle," he said. "I started chatting with them and that's how I met Diane. The relationship grew and we were married on December 15, 1989."

Now as Diane and Walt Cruz prepare to celebrate their tenth wedding anniversary, they also prepare to say goodbye to BART. The Cruz's are retiring together on December 31, he after 21-1/2 years and she after 25 years. In fact, Diane will mark 25 years at BART on December 23. And as if that weren't enough, Walt has a birthday on December 27, friends are planning a retirement party for January 7 at Maestro's in San Ramon, and Diane has a birthday coming up on January 31. Somewhere in the middle of all this excitement are plans to spend Christmas with family in the Bay Area and to somehow get presents to all 17 of their grandchildren.

"When we married, we brought together our families," said Walt, who had three children to Diane's two. "Now they're all grown; our oldest grandchild is 23 and the youngest granddaughter just turned one year old on December 2."

"The last 22 years at BART have been the happiest of my life," says Walt, who retires as a revenue vehicle inspector in Quality Assurance at Hayward Shop. "BART has been good to me and the people have been wonderful. I never met anybody here that I didn't like, and the supervisors have also been good. It's been very pleasant."

Mike Kincaid, a supervisor in Quality Assurance in Hayward, says Walt Cruz "was a very good inspector, and always gave it his best. He had good knowledge of car systems." Walt also worked as a receiving inspector, as a C1 Car inspector and in the fire-hardening project.


Diane first brought up retirement several months ago, to which Walt said not yet. "We talked about it for about a year, and it took me awhile to decide. But once I decided to retire, I got excited and now I can't wait for it to happen."

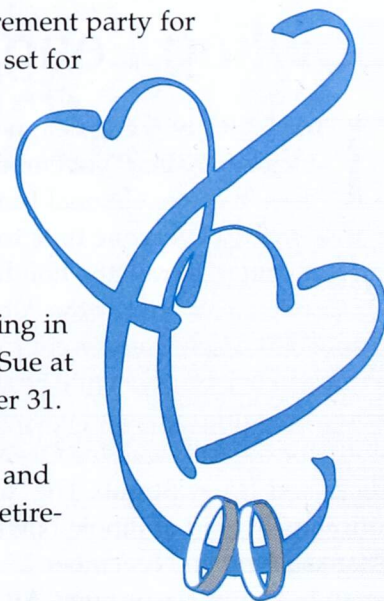
Walt says first on his agenda for his retirement days is to "loaf a lot," but Diane says she has a "Honey Do" list for him. Immediate plans call for Walt to build a shed in the backyard for tools and the lawnmower. But then he has some fun stuff. "I'm going to rebuild my 1976 280Z and 1994 Yamaha motorcycle, so I can hit the road. We're also planning a trip next Christmas to Cancun, and we'll definitely be using our 30-foot Carver Cruiser in the Delta." Eventually, the Cruz's will travel around the U.S. and Canada, and Walt may even get in a little fishing.

Diane first came to BART in 1974, and has worked in Marketing, Safety, Auditing and Rolling Stock and Shops. She retires as a senior clerk in the Logistics Department in Hayward. "I've been here since the cars were shiny, brand new," says Diane. "I have loved working at BART. I've made many friends here who I will continue to see once we leave." Diane has been involved in the Hayward employees' annual holiday Adopt a Family activity, which is keeping her busy as she winds down her time at BART. Her plans call for spending more time with her grandchildren and getting more involved in Brentwood's Main Street program, helping to put on community events. "It's rewarding volunteer work," she says.

Sue Van Norsdell has known Diane for about 20 years and says she'll miss her fun-loving friend. "Diane is always laughing and the life of the party," says Sue. "She also has a mind for things, she's innovative and creative. Diane has always looked to find a better way to do things."

Sue is organizing the retirement party for Diane and Walt Cruz. It's set for Friday, January 7 at Maestro's, located at 2323 San Ramon Valley Road in San Ramon. Dinner is \$30 and the party begins at 6:30 p.m. Anyone interested in joining in the festivities should call Sue at 510/286-2601 by December 31.

Congratulations to Diane and Walt Cruz. Have a great retirement! 





From Tom Margro, General Manager


Joy and Good Fortune for the Holidays

As we close 1999, I wish all BART employees happiness and good fortune. I hope the Holiday Season allows you to take time with family and friends. I believe 1999 was a very good year for BART, and I look forward to success next year as we continue progress on such programs as the systemwide renovations and building our new line to the San Francisco International Airport.

This year, we commemorated the Transbay Tube's 25th anniversary with a community celebration that honored our partners in this project, and saluted the BART employees who were working here when we first opened the Tube for revenue service.

Our annual Spring Clean Up and a reviving of BART's internal recycling program helped us heed the environment around us. The clean up netted 1,000 surplus items that were reissued internally or auctioned. Once again, our annual Summer Youth Program gave the young people in our community a chance to learn more about BART and the world of

work, valuable lessons that will stay with them as they continue to prosper. We made the community a part of BART with our Martin Luther King Jr. commemoration, which this year included the first-ever BART "Freedom Trains" to events in San Francisco. We also continued our annual Cinco de Mayo celebration, the safety tour for the visually impaired and the BART Police achievement awards. Of course, we enjoyed the fellowship of our co-workers at BART's fifth annual golf tournament and seventh annual Rodeo.

I wish all of you a joyful holiday season and a Happy New Year. Thank you for your commitment to operating one of the finest public rail transportation systems in the nation. I commend your success and look forward to our continued progress. 

T. E. Margro




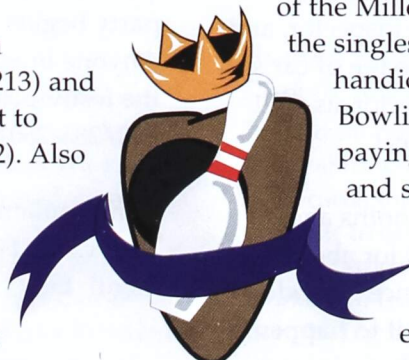
Bowling League Wraps up 1999

The BART Bowling League held tournaments on October 30 and November 27 to wrap up another season of recreational fun for the year. December is a "bye" to give everyone time to spend time with his or her families and celebrate the holidays.

Bowlers gathered at the Albany Bowl on October 30. High Game went to Dick Jann (213) and Suzanne Hicks (204), while High Series went to Andy Williams (582) and Glenda Olson (552). Also along for the fun were Joe Olson, Johnnie Hicks and Harry Straub. The "turkey trot" tournament held at Pinole Bowl just after Thanksgiving on November 27 drew a small but enthusiastic crew. All were among

the Top Five, including Andy Williams, Dick Jann, David Freeman, Joe Olson and Glenda Olson.

"Bowling is a great leisure and sporting activity," said Andy Williams. "Come join us for the fun." Watch for news of the Millennium Season in January. Newcomers to the singles tournaments are always welcome. A handicap system makes the game fun for all. Bowling is also very affordable with players paying the bowling alley a small fee for the game and shoes. The BART Bowling League is open to BART employees, their friends and family over age 18. For more information, call Andy at ext. 5153 or Glenda at ext. 2718-2. 



Congratulations to BART Retirees



BART's Retirement Dinner held November 4 at the Waterfront Plaza Hotel in Oakland honored several employees who retired from the District between July 1998 and June 1999. General Manager Tom Margo made presentations to the honorees, and is pictured in the back row, third from the left. Congratulations and thanks for many years of dedicated service to: (First Row, left to right) Shirley Schmeyer and Mary McMillen; (Second Row, left to right) Epic Perea,

Ray Cole, Al Verduzco, Roy Baxter, Burton Oriarte and Dale Wensler; (Third Row, left to right) Margaret DeLavallade, Josephine Duncan, Benjamin Aguilera, Luisa Bernardino, William Hall, John E. Esparza, Lee Douglas, Harry Straub and Doris Smith; along with (Back Row, left to right) Peter Todd, Ray Hecker, James Grammer (after Tom Margo), Ward Belding, Samuel Williams, Alphonso Collins, Matt Friedrichsen, George Morse, Vincent Simich and Ralph Schillinger. **b3**

Oji Kanu Promoted

Oji Kanu has been promoted to Manager of Contracts in the Procurement Department. In his new position, Oji is responsible for contract administration for Operations, Transit System Development and the West Bay Extensions program. He was previously a Project Manager with Transit System Development and the acting Supervising Contract Manager for the BART Extensions Program and

Transit System Development. Oji has been with BART for eight and one-half years.

Oji holds a bachelor's degree in civil engineering from Washington State University and a master's degree in civil/construction engineering from San Jose State University. He is a registered Professional Engineer, and has worked more than 20 years in contract and project management. **b3**



We Goofed

BARTalk in the last issue reported on the passing of Rolly Naish and Rene Maher. John Scarcella worked with Rene and commented on his friend and co-worker. We inadvertently misspelled John's last name as Scarcello, and apologize for the error. **b3**

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